

**Article 28**  
**FLEXIBLE COMPENSATION PLAN**

- A. Employees in this bargaining unit shall be eligible for a pre-tax dollar deduction of group insurance premiums from gross pay.
- B. Employees in this bargaining unit will be eligible to participate in the State of Michigan Dependent Care and Medical Spending Accounts authorized in accordance with Section 125 of the Internal Revenue Service code. Enrollment period for the accounts is during the month of November.